

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

● Category D				● Category C				● Category B				
Yrs. to Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	
4	13,508	17,945										
5	12,947	17,999	12,834	16,851								
6	13,278	18,237	13,034	18,368	14,363	21,559						
7	13,411	18,494	12,763	19,364	13,998	20,983						
8	13,798	19,987	14,066	19,796	14,265	21,479	14,506	21,593	14,845	24,025		
9	13,790	18,969			14,511	21,730	13,826	21,969	15,253	26,257	15,556	
10							14,408	22,336	15,456	24,599	15,322	
11									15,041	24,339	15,179	
12										(9)		
Average	13,270	18,364	13,285	18,960	14,309	21,468	14,290	21,859	15,224	24,372	15,372	
											24,557	
● Category A1/Group 1				● Category A2/Group 2								
Yrs. to Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	
9	17,138	27,731					18,095	29,290				
10	17,175	28,465	17,456	29,162	16,878	27,665	18,062	30,287	18,151	30,743	17,921	29,797
11	16,779	28,292	16,841	28,664	17,036	27,967	17,591	29,981	17,909	30,716	17,528	29,544
12	16,139	28,864	16,364	29,724	16,482	28,513	16,979	29,775	17,253	30,430	17,914	30,184
13												
Average	16,941	28,370	17,240	29,101	16,894	27,812	17,678	30,019	17,974	30,700	17,779	29,769
● Category A3/Group 3				● Category A4/Group 4								
Yrs. to Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	R.C.S.S. Max.	Elem. Min.	
9	19,505	30,825					20,462	32,399				
10	19,768	33,583	19,860	34,341	19,167	32,593	20,680	35,969	20,720	36,406	20,237	34,676
11	19,213	33,436	19,443	33,972	18,646	31,416	20,427	35,772	20,561	36,372	20,058	33,793
12	18,920	33,260	19,632	34,546	19,738	33,617	19,981	35,565	20,661	36,393	20,964	35,442
13	18,420	33,314	19,653	33,682	18,390	32,755	19,198	34,561	20,334	35,814	19,695	35,165
14												
Average	19,176	33,334	19,624	34,217	19,204	32,718	20,163	35,527	20,617	36,345	20,420	34,796

*Number of grids

NOTES:
1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications
Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No. %	R.C.S.S. No. %	R.C.S.S.
QECO 2	7 25.0		- 0.0
QECO 3	14 50.0	9 81.8	
QECO 3 with \$ Qual.	- 0.0		
QECO 4	1 3.6	2 18.2	
QECO 2 and 4	1 3.6	- 0.0	
Outlined in Agree.	5 17.8	- 0.0	
Agreements	28 100.0	11 100.0	

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Cert. *	Sec. No. %	R.C.S.S.
OSSTF 5	1 3.6	
OSSTF 6	24 85.7	
Not Spec.	3 10.7	
Agreements	28 100.0	

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Grid + Allow.	13 46.4	- 0.0	8 72.7	
Grid + Allow.	24 85.7	1 3.6	10 90.9	
Criteria:				
No Diff.	2	-	1	
Sch. Type/Size	7	-	5	
Sch. Type/Size and Exp.	3	-	1	
Yrs. of Exp.	1	-	-	
Sch. Type/Size	-	-	2	
Sch. Type/Size and Exp.	-	-	2	
Sch. Type/Size and Qual.	-	-	-	
Other	2	-	-	
Sep. Grid	3 10.7	26 92.8	- 0.0	
Criteria:				
Yrs. of Exp.	2	21	-	
Exp. and Qual.	2	-	-	
Sch. Type/Size and Exp.	1	5	-	
Sch. Type/Size and Exp. and Qual.	-	-	1	
Tch. & Sep. Grids	- 0.0	- 0.0	- 0.0	
Flat \$ Amt.	- 0.0	1 3.6	- 0.0	
Not. Spec.	1 3.6	- 0.0	1 9.1	
Agreements	28 100.0	28 100.0	11 100.0	

*Plan exists; Board does not contribute towards payment of premium.

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Extended Absence	21 75.0	21 75.0	5 45.5	
Agreements	28 100.0	28 100.0	11 100.0	
Provision	19 67.9	23 82.1	6 54.5	
Min. Serv. Req'd:				
1, 2	1	2	1	
3, 5	1	3	1	
Not Spec.	17	18	4	
No Provision	9 32.1	5 17.9	5 45.5	
Agreements	28 100.0	28 100.0	11 100.0	

Allowances

TABLE 4 Cost-of-living

Cost-of-Living Provision	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Provision	11 39.3	15 53.6	3 27.3	
Allow. Only	7	11	3	
Hold-in Only*	-	7	-	
Allow. and Hold-in*	4	8	-	
Provision not in Effect	1 3.6	- 0.0	- 0.0	
No Provision	16 57.1	13 46.4	8 72.7	
Agreements	28 100.0	28 100.0	11 100.0	

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Less than \$500	- 0.0	1 3.6	- 0.0	
500-549	4 14.3	2 7.1	1 9.1	
550-599	1 3.6	2 7.1	- 0.0	
600-649	8 28.6	7 25.0	- 0.0	
650-699	1 3.6	5 17.9	1 9.1	
700-749	6 21.4	8 28.6	- 0.0	
750-899	2 7.1	2 7.1	- 0.0	
900 or more	- 0.0	- 0.0	- 0.0	
No Allow.	6 21.4	1 3.6	9 81.8	
Agreements	28 100.0	28 100.0	11 100.0	

TABLE 6 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Grid + Allow.	24 85.7	1 3.6	10 90.9	
Criteria:				
No Diff.	11	-	4	
Irs. of Exp.	8	-	1	
Sch. Type/Size	4	-	5	
Sch. Type/Size and Exp.	3	-	1	
Yrs. of Exp.	1	-	-	
Sch. Type/Size	-	-	2	
Sch. Type/Size and Exp.	-	-	2	
Sch. Type/Size and Exp. and Qual.	-	-	-	
Other	2	-	-	
Sep. Grid	3 10.7	26 92.8	- 0.0	
Criteria:				
Irs. of Exp.	2	21	-	
Exp. and Qual.	2	-	-	
Sch. Type/Size and Exp.	1	5	-	
Sch. Type/Size and Exp. and Qual.	-	-	1	
Tch. & Sep. Grids	- 0.0	- 0.0	- 0.0	
Flat \$ Amt.	- 0.0	1 3.6	- 0.0	
Other	-	-	-	
Tch. & Sep. Grids	3 10.7	- 0.0	1 9.1	
Flat \$ Amt.	- 0.0	2 7.1	- 0.0	
Not. Spec.	1 3.6	- 0.0	1 9.1	
Agreements	28 100.0	28 100.0	11 100.0	

*Plan exists; Board does not contribute towards payment of premium.

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
Extended Absence	21 75.0	21 75.0	5 45.5	
Agreements	28 100.0	28 100.0	11 100.0	
Provision	19 67.9	23 82.1	6 54.5	
Min. Serv. Req'd:				
1, 2	1	2	1	
3, 5	1	3	1	
Not Spec.	17	18	4	
No Provision	9 32.1	5 17.9	5 45.5	
Agreements	28 100.0	28 100.0	11 100.0	

Employee Benefit Plans

TABLE 7 Board Subsidization of Employee Benefit Plans

Board Subsidy (%)	Elem. No. %	Sec. No. %	R.C.S.S. No. %	R.C.S.S.
QECO	28 100.0	27 96.4	10 90.9	
Payment Crit*:				
Superv. Only	13	17	5	
Ed. Discretion	3	4	-	
Leaving Prof.	4	2	3	
Spec. Age	7	6	3	
Health	17	15	3	
Other	1	-	1	
Min. Ser. Req'd:				
One Year, Unspec.	10	16	6	
No Min.	5	4	1	
10, 18	10	7	3	
Payable to Estate	26	24	9	
Death Benefit	3	3	1	
Planning Out	4	1	1	
Other Limitation	4	3	1	
No Provision	- 0.0	1 3.6	1	

Leave Plans (cont'd)

TABLE 12 Sabbatical		Elem. No.	Sec. No.	R.C.S.S. No.
Provision	25	89.3	26	92.9
Min. Serv. Req'd.:				
6	7	5	3	
6	7	11	5	
7	12	7	5	
6, 10	2	2	-	
Not Spec.	3	1	1	
Basic Salary (%):				
60	4	6	5	
60-70	4	4	-	
75	11	8	4	
80	1	6	1	
90, 100	3	1	-	
Flat \$ Am't., Other	1	2	-	
Not Spec.	1	1	1	
Subseq. Serv. Req'd.:				
2	3	3	1	
3	16	13	4	
5	-	-	-	
Other	2	2	2	
Not Spec.	3	1	1	
Det. of Max. No. of Leaves:				
% of Staff	5	3	-	
No. of Staff	17	9	5	
Ed. Discretion	3	8	8	
Other	6	6	-	
No Provision	3	10.7	2	7.1
Agreements	28	100.0	28	100.0

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity		Elem. No.	Sec. No.	R.C.S.S. No.
Leave Provisions				
a) Maternity*	23	82.1	20	71.4
Max. Leave:				
1 Soh. Tr.	3	1	3	
2 Soh. Trs.	16	9	3	
Other	4	10	4	
b) Adoption	23	82.1	21	75.0
c) Paternity	8	28.6	9	32.1
Agreements	28	100.0	28	100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business		Elem. No.	Sec. No.	R.C.S.S. No.
Leave Provisions				
Principals	6	21.4	13	46.4
Vice-Princ.	12	42.9	9	32.1
Other Pos.	-	-	-	-
Of Recs.	1	3.6	15	53.6
Guide. Teachers	2	7.1	20	71.4
Para-Prof./ Teacher Aides	6	21.4	-	0.0
Secret'l Aids'c.	4	14.3	-	0.2
Agreements	28	100.0	28	100.0

*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)				
Class Size,	Elem. No.	Sec. No.	R.C.S.S. No.	
Provision	25	89.3	26	92.9
Min. Serv. Req'd.:				
6	7	5	3	
6	7	11	5	
7	12	7	5	
6, 10	2	2	-	
Not Spec.	3	1	1	
Basic Salary (%):				
60	4	6	5	
60-70	4	4	-	
75	11	8	4	
80	1	6	1	
90, 100	3	1	-	
Flat \$ Am't., Other	1	2	-	
Not Spec.	1	1	1	
Subseq. Serv. Req'd.:				
2	3	3	1	
3	16	13	4	
5	-	-	-	
Other	2	2	2	
Not Spec.	3	1	1	
Det. of Max. No. of Leaves:				
% of Staff	5	3	-	
No. of Staff	17	9	5	
Ed. Discretion	3	8	8	
Other	6	6	-	
No Provision	3	10.7	2	7.1
Agreements	28	100.0	28	100.0

TABLE 16 Workload

Workload	Elem. No.	Sec. No.	R.C.S.S. No.
Provisions			
Teachers	7	25.0	22
Instruc. Load	2	23	5
Non-Tim. Superv.			
Req'd.	2	-	1
Exempt.	3	1	-
Both	1	1	2
Other Superv.			
Req'd.	1	1	-
Exempt.	-	-	-
Both	-	12	-
Principals	5	17.9	2
Vice-Principals	4	14.3	3
Other Positions	1	3.6	15
of Reps.	-	-	0.0
No Provision	4	14.3	-
Agreements	28	100.0	28

Table 17 Staff Allocation

Staff Allocation	Elem. No.	Sec. No.	R.C.S.S. No.
Provisions			
Principals	6	21.4	13
Vice-Princ.	12	42.9	9
Other Pos.	-	-	-
Of Recs.	1	3.6	15
Guide. Teachers	2	7.1	20
Para-Prof./ Teacher Aides	6	21.4	-
Secret'l Aids'c.	4	14.3	-
Agreements	28	100.0	28

-5-

Surplus/Redundancy

TABLE 18 Surplus/Redundancy				
Surplus/ Redundancy	Elem. No.	Sec. No.	R.C.S.S. No.	
Provision	24	85.7	28	100.0
Class Size	5	17.9	11	39.3
Min. Serv. Req'd.:				
6	7	5	3	
6	7	11	5	
7	12	7	5	
6, 10	2	2	-	
Not Spec.	3	1	1	
Basic Salary (%):				
60	4	6	5	
60-70	4	4	-	
75	11	8	4	
80	1	6	1	
90, 100	3	1	-	
Flat \$ Am't., Other	1	2	-	
Not Spec.	1	1	1	
Subseq. Serv. Req'd.:				
2	3	3	1	
3	16	13	4	
5	-	-	-	
Other	2	2	2	
Not Spec.	3	1	1	
Det. of Max. No. of Leaves:				
% of Staff	5	3	-	
No. of Staff	17	9	5	
Ed. Discretion	3	8	8	
Other	6	6	-	
No Provision	3	10.7	2	7.1
Agreements	28	100.0	28	100.0

Options in lieu of Layoff:^a

Options in lieu of Layoff: ^a	Elem. No.	Sec. No.	R.C.S.S. No.
Perm. Supply	6	18	-
Retraining	4	6	-
Sabbatical	1	2	-
Spec. Assign.	-	8	-
Br. Aff't.	-	-	-
Spouse Plan	-	-	-
Leave of Abs.	3	8	-
Def. Salary	11	20	5
Red. Teaching	6	18	-
Other Options:			
Priority Summer/ Oo/Night School	1	13	-
Priority Supply	7	12	5
Priority Recall	21	25	9
Separation Allow.	11	19	1
Early Retire.	2	3	-
Other Options	1	3	-
No Provision	4	14.3	-
Agreements	28	100.0	28

* Not mutually exclusive

Agreement List

TABLE 21 List of Agreements* Included in the Overview by Agreement Code Number				
Agreements	(1)	(2)	(3)	(4)
Elementary				
001 013* 026*	078	090*	129	143
002 014	040	053	117	143*
003* 015	041	054	080	144
004	055	081	152*	145
017 043	069*	082	120*	146*
018 044	070*	096	121	147*
007 019	033	058*	108	172*
050	035*	086	111	163
009 034	047	074	112	124
010 022	035	068*	138	164
011*	040	074	128	152
037	088*	099	101*	128

*Teacher salary grid data only.

**Additions italicized.

Secondary	● R.C.S.S.
001 013* 026*	155
002 014	192
003* 015	181
004	182*
017 043	171
018 044	162
007 019	186
050	164
009 034	163
010 022	164
011*	190
037	202

*Teacher salary grid data only.

**Additions italicized.

Vacancy/Transfer

TABLE 19 Vacancy/Transfer				
Vacancy/Transfer Provisions	Elem. No.	Sec. No.	R.C.S.S. No.	
Provision	24	85.7	28	100.0
Vacancy-Teachers	11	39.3	15	53.6
Advanc. Int.				
Posting	7	5	3	
Seniority Considered	4	3	1	
Vacancy-Positions of Responsibility	12	42.9	18	64.3
Advanc. Int.				
Qualifications	23	23	6	
Effectiveness	5	14	5	
Board Discre.	23	23	11	
Other	16	22	3	
Accommodation:				
Priority Transfer	23	27	7	
Lim. Displace.	5	20	-	
Unlim. Displace.	6	8	2	
Priority Reloc.	8	18	-	
Options in lieu of Layoff: ^a				
Perm. Supply	6	18	-	
Retraining	4	6	-	
Sabbatical	1	2	-	
Spec. Assign.	-	8	-	
Br. Aff't.	-	-	-	
Spouse Plan	-	-	-	
Leave of Abs.	3	8	-	
Def. Salary	11	20	5	
Red. Teaching	6	18	-	
Other Options:				
Priority Summer/ Oo/Night School	1	13	-	
Priority Supply	7	12	5	
Priority Recall	21	25	9	
Separation Allow.	11	19	1	
Early Retire.	2	3	-	
Other Options	1	3	-	
No Provision	4	14.3	-	
Agreements	28	100.0	28	100.0

Agreement Status

TABLE 20 Number and Term of Agreements Included in this Overview				
Agreements	(1)	(2)	(3)	(4)

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